

INSTALLATION MANAGEMENT AGENCY

★★ **LEADERS OF CHANGE** ★★





ARMY INTENT



- **PROVIDE CORPORATE STRUCTURE FOCUSED ON**
- **INSTALLATION MANAGEMENT**
- **SUPPORT AND ENABLE MISSION COMMANDERS**
- **INSTALLATION MANAGEMENT BOARD OF DIRECTORS (IMBOD) PROVIDES STRATEGIC GUIDANCE**
- **ELIMINATE MIGRATION OF INSTALLATION SUPPORT DOLLARS TO OTHER ACCOUNTS**
- **ACHIEVE REGIONAL EFFICIENCIES**
- **PROVIDE CONSISTENT AND EQUITABLE FACILITIES AND SERVICES VIA COMMON STANDARDS**
- **INTEGRATE RESERVE COMPONENTS**
- **LEAD ARMY TRANSFORMATION**
- **SUPPORT INFORMATION TECHNOLOGY AND CONTRACTING CENTRALIZATION EFFORTS**



INSTALLATION MANAGEMENT



Before IMA:

HQDA

***Years of underfunding
have taken a toll.***

AMC

FORSCOM

TRADOC

USACE

USAREUR

EUSA

MEDCOM

USAR

45 Installations

14 Installations

16 Installations

1 Installation

30 Installations

48 Installations

2 installations

2 installations

USARSO

USMA

MDW

MTMC

ATEC

USARPAC

SMDC

1
Installations

1
Installation

6
Installations

2
Installations

3
Installations

8
Installations

2 Installations

With IMA:

HQDA
ACSIM

IMBOD

MACOM

HEADQUARTERS IMA

EUROPE

KOREA

PACIFIC

N. WEST

S. WEST

N. EAST

S. EAST

Sr Mission CDRs

184
Installations

- **Corporate Structure**
- **Consistency**

• **Effectiveness & Efficiency**

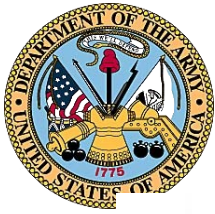
• **Standardization of BASOPS \$**



WHAT IS IMA?



- **CORPORATE-FOCUSED STRUCTURE THAT PROVIDES EFFICIENT INSTALLATION MANAGEMENT WORLDWIDE**
 - **FIELD OPERATING AGENCY (FOA) OF ACSIM**
 - **HEADQUARTERS -- CRYSTAL CITY**
 - **SEVEN REGIONS WORLDWIDE**
 - **ACTIVATED 1 OCTOBER 2002**
 - **PEOPLE: \approx 78,000 STRONG**
 - **BUDGET: \approx \$8 BILLION**
- One Agency***



MISSION



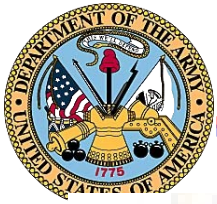
IMA MISSION

**PROVIDE EQUITABLE, EFFECTIVE AND EFFICIENT MANAGEMENT OF
ARMY INSTALLATIONS WORLDWIDE TO:**

- **SUPPORT READINESS, MISSION EXECUTION, AND TRANSFORMATION OF AN EXPEDITIONARY FORCE**
- **ENABLE THE WELL-BEING OF SOLDIERS, CIVILIANS AND FAMILY MEMBERS**
- **IMPROVE THE INFRASTRUCTURE**
- **PRESERVE THE ENVIRONMENT**

HR MISSION

**PROVIDE EQUITABLE, EFFECTIVE, AND EFFICIENT HUMAN RESOURCES
SUPPORT IN THE AREAS OF MILITARY AND CIVILIAN PERSONNEL,
EDUCATION, AND SUBSTANCE ABUSE PROGRAMS, WHILE ESTABLISHING
AND MAINTAINING STRONG RELATIONSHIPS WITH KEY STAKEHOLDERS
TO ENHANCE THE WELL-BEING OF THE ARMY FAMILY**



VISION



IMA VISION

THE PREEMINENT AGENCY IN THE DEPARTMENT OF DEFENSE THAT PRODUCES HIGHLY EFFECTIVE, STATE-OF-THE-ART INSTALLATIONS WORLDWIDE, MAXIMIZING SUPPORT TO THE PEOPLE, READINESS, AND TRANSFORMATION OF AN EXPEDITIONARY FORCE:

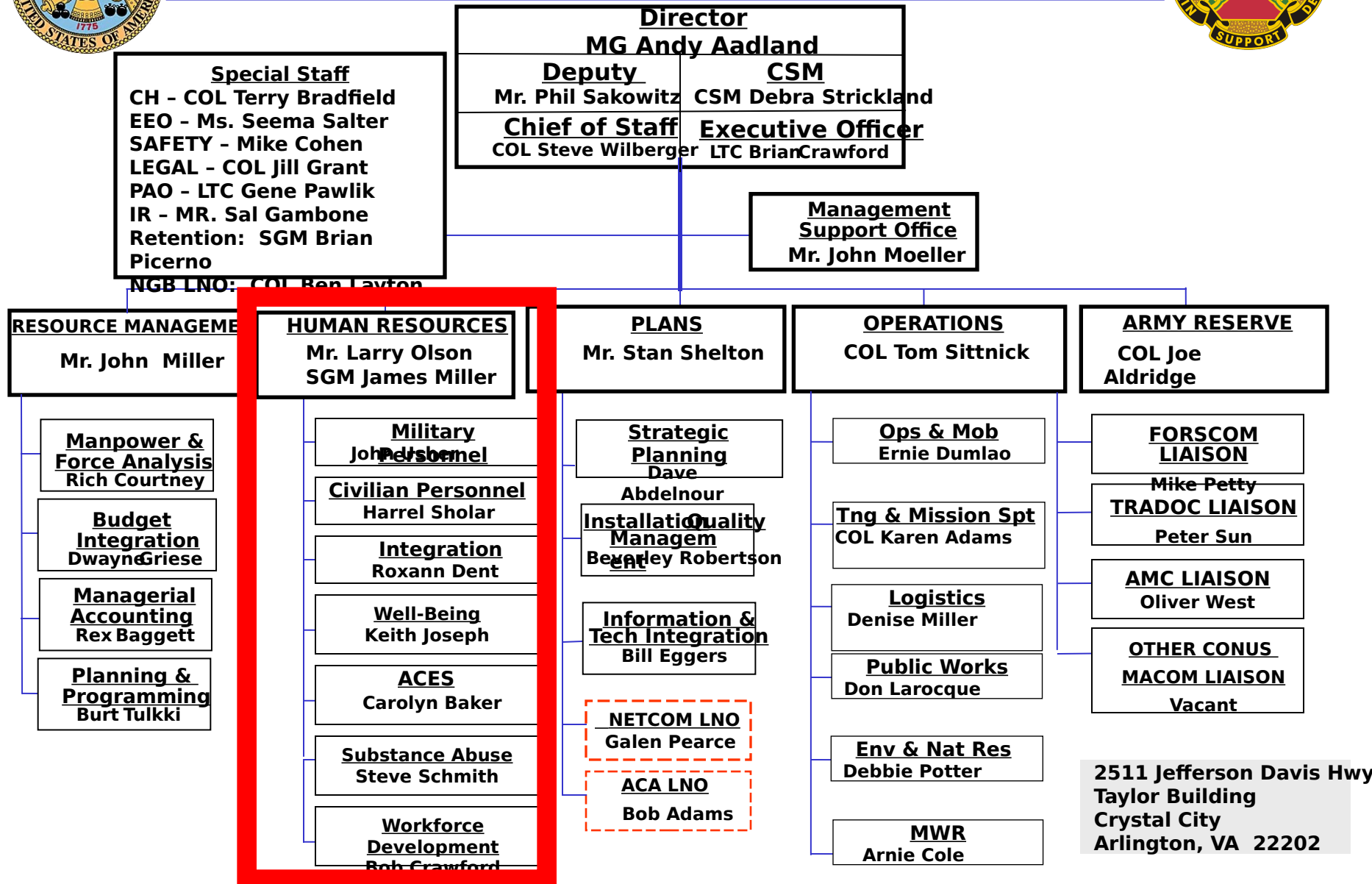
- **MANAGE INSTALLATIONS EQUITABLY, EFFECTIVELY AND EFFICIENTLY**
- **ENABLE THE WELL-BEING OF THE ARMY'S PEOPLE**
- **IMPROVE RESOURCE PERFORMANCE**
- **DELIVER SUPERIOR MISSION SUPPORT TO ALL ORGANIZATIONS**
- **DEVELOP AND SUSTAIN AN INNOVATIVE, TEAM-SPIRITED, HIGHLY CAPABLE, SERVICE-ORIENTED WORKFORCE**
- **DEVELOP IMA STRATEGIC COMMUNICATION PLAN TO TELL THE IMA STORY**

HR VISION

THE PREEMINENT DEPARTMENT OF DEFENSE MILITARY, CIVILIAN, AND CONTACTOR WORKFORCE TRAINED, EDUCATED, AND PROFESSIONALLY DEVELOPED TO PROVIDE EQUITABLE, EFFECTIVE, AND EFFICIENT SERVICES TO COMMANDERS AND OTHER CUSTOMERS WORLDWIDE IN SUPPORT OF THE ARMY'S MISSION



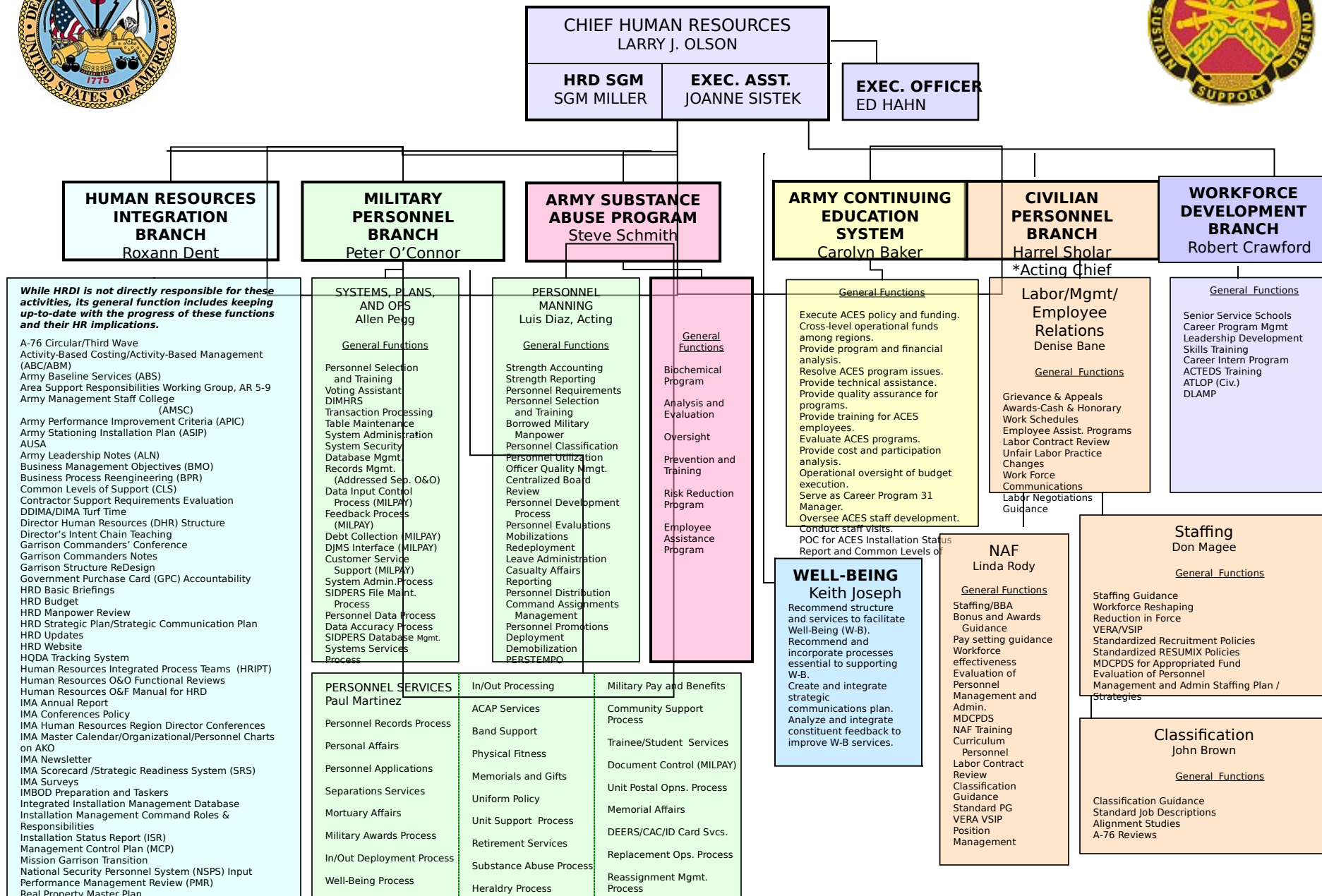
HQ IMA ORGANIZATION





HUMAN RESOURCES DIVISION BRANCH

FUNCTIONS





HQ IMA, 7 REGIONS, 184 GARRISONS



HQ

DIR: MG Andy Aadland
DPTY: Mr Phil Sakowitz
CSM: Debra Strickland

NORTHWEST

DIR: Mr. Randy Robinson
DPTY: COL Dale Bain
CSM: Jeffrey Michels

NORTHEAST

DIR: Ms. Diane Devens
DPTY: COL Curtis Wrenn
CSM: Jerry Bennett

SOUTHWEST

DIR: Mr. Hugh Exton
DPTY: COL WC Garrison
CSM: Kenneth Fyffe

SOUTHEAST

DIR: Mr. Joe Plunkett
DPTY: COL Dave Tindoll
CSM: Willie Ash

PACIFIC

DIR: Mr. Stan Sokoloski
DPTY: COL Craig Firth
CSM: Dedria Porterfield

Overseas:

EUROPE

KOREA

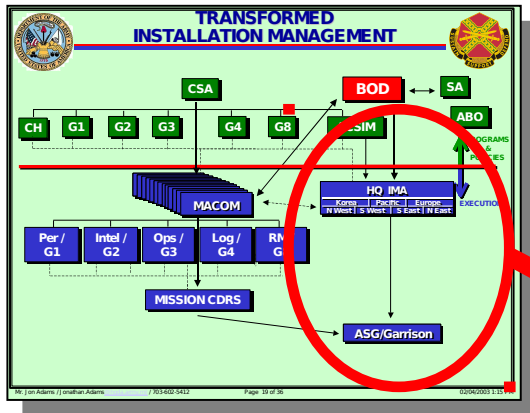
DIR: Mr. Russ Hall
DPTY: COL Doug Earle
CSM: Teresa King

DIR: BG John Macdonald
Dpty: Mr Rob Myers*
CSM: John Sanders

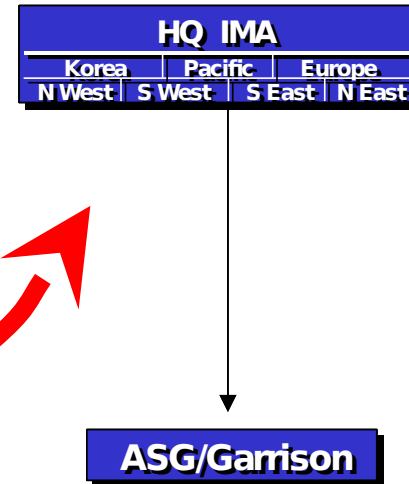
Region HQs /
Director Locations
NE: Ft Monroe
SE: Ft McPherson
NW: Rock Island Ars
SW: Ft Sam Houston
Europe: Heidelberg
Pacific: Ft Shafter
Korea: Yongsan

*Interim

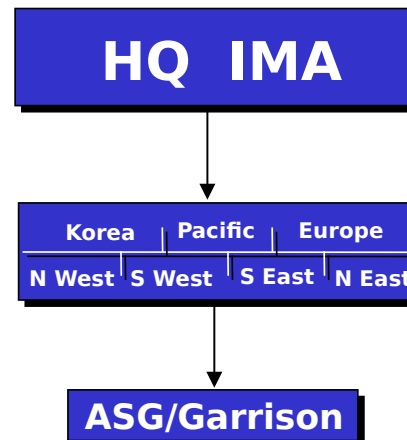
ROLES



THIS

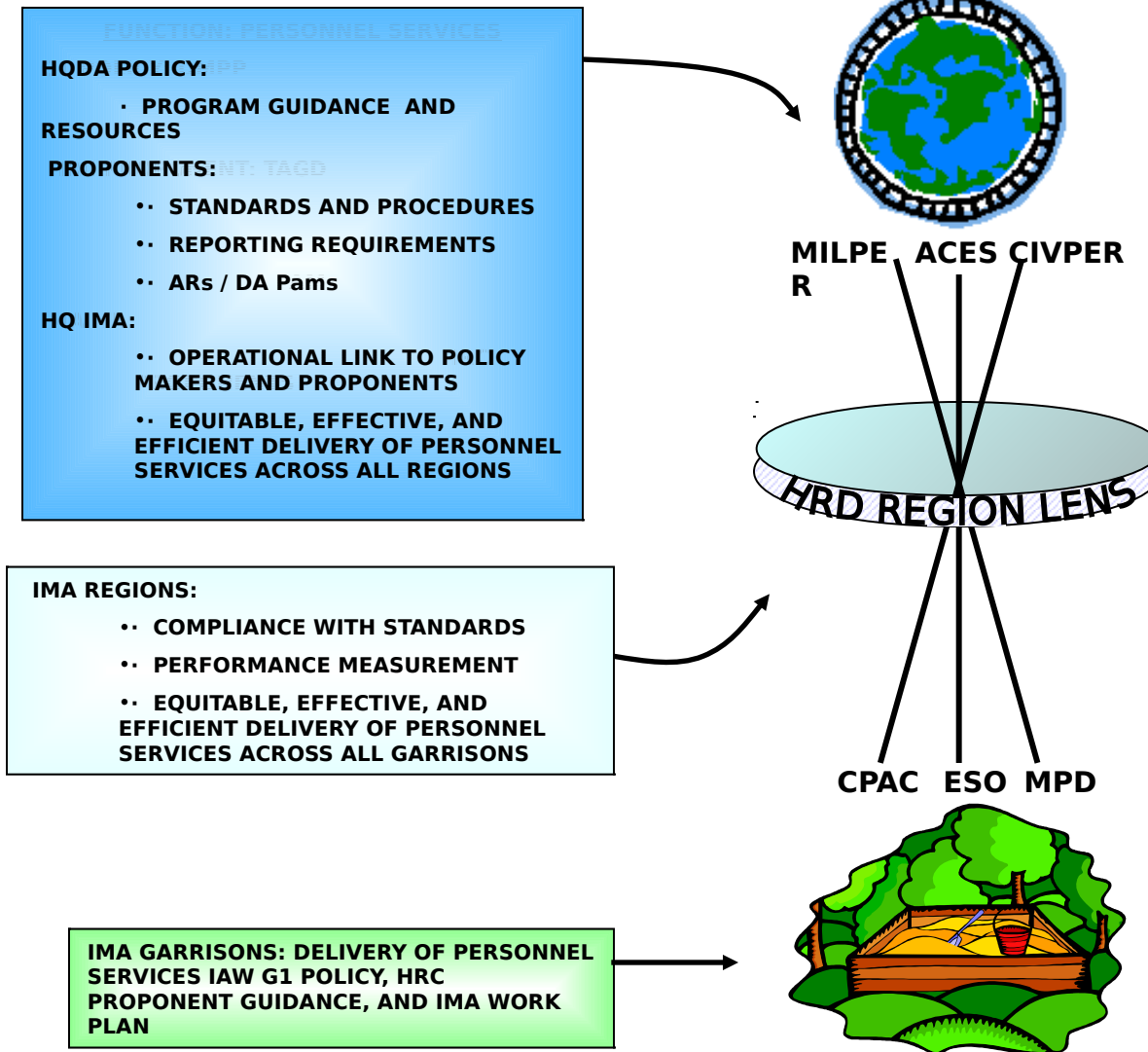


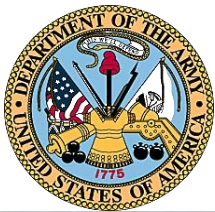
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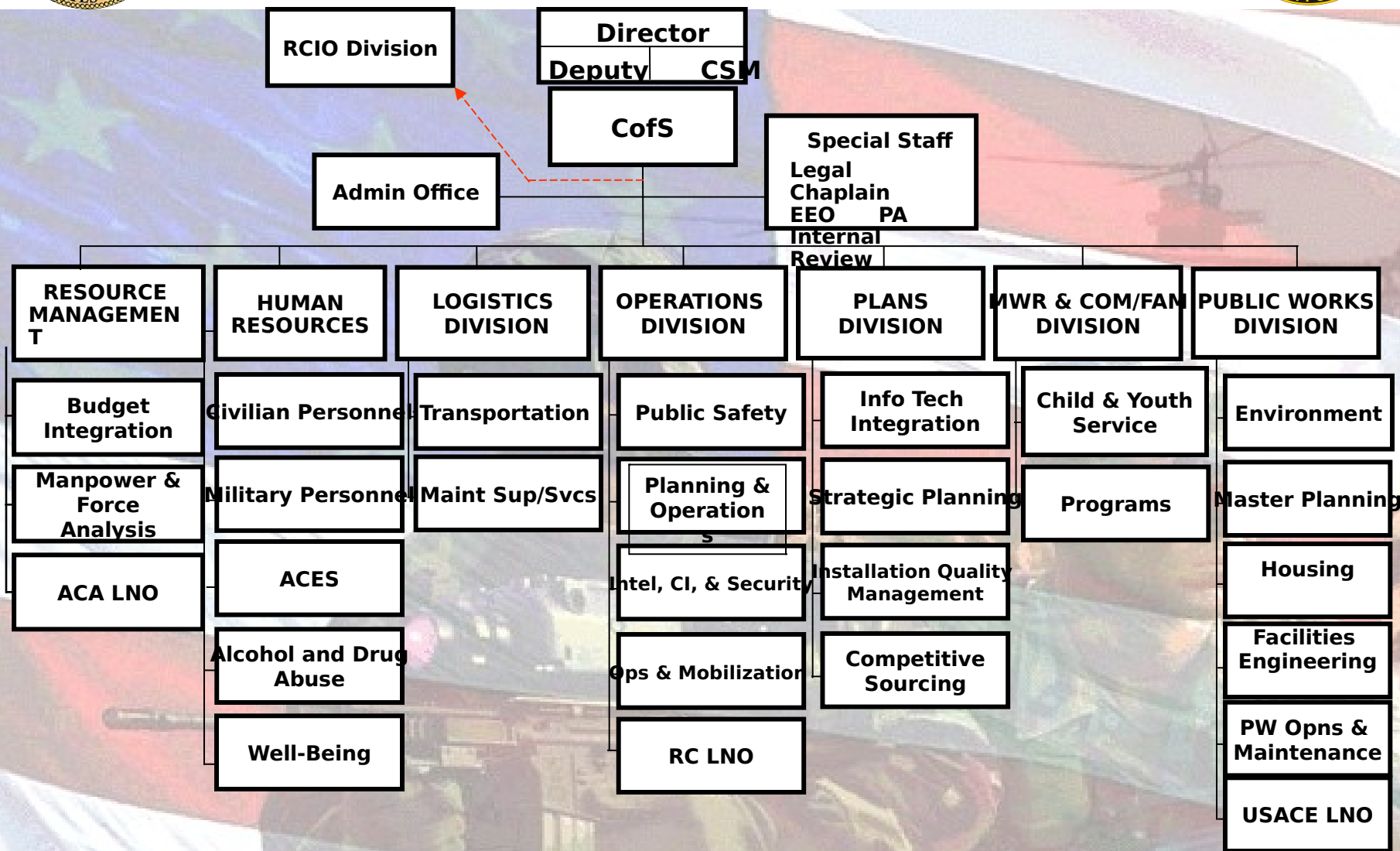


FOCUS THE VISION





IMA REGION ORGANIZATION





IMA REGION MISSION



- **RESPOND TO EMERGING INSTALLATION MANAGEMENT REQUIREMENTS**
- **ASSESS AND CONVEY RESOURCE REQUIREMENTS TO DA**
- **GUIDE, DIRECT, ENABLE AND OVERSEE ASSIGNED GARRISONS**



IMA GARRISON MISSION



- **COMMAND, CONTROL, AND OPERATE GARRISON TO SUPPORT AND ENABLE MISSIONS AND READINESS OF STATIONED UNITS AND CARE FOR PEOPLE**
- **CONDUCT DAILY OPERATIONS TO PROVIDE INSTALLATION SUPPORT TO MISSION COMMANDERS**
- **MAINTAIN AND IMPROVE INSTALLATION SERVICES, INFRASTRUCTURE AND ENVIRONMENT**
- **PLAN FOR AND, ON ORDER, CONDUCT CONTINGENCY OPERATIONS**
- **MAINTAIN GARRISON OPERATIONAL AND SITUATIONAL AWARENESS**
- **MAINTAIN LIAISON WITH MISSION COMMANDERS AND LEADERS**



IMA MILPER NETWORK: IMA HR VALUE ADDED



IMA MILPER NETWORK:

HQIMA MILPER CHIEF



7 IMA REGION MILPER CHIEFS



67 IMA INSTALLATION AGs

PRE-IMA:
HAD TO
WORK
THRU 14
MACOMs

**Value added - MILPER network is agile, responsive,
and efficient; Consistent and accurate capability**

- To measure, analyze, cost control, and reduce BMM
- To track, measure, analyze, and improve med hold process
- To envision, plan, cost, and execute effective DS3 program
- To assess and realign CAC geographic areas of responsibility
- To assess, standardize and improve central in/out processing
- To assess, standardize, and enhance full spectrum of installation MILPER services (ACAP, RSO, DEERS / CAC / ID ca MOB / DEMOB processing, casualty operations, personnel management, etc.)



INSTALLATION MANAGEMENT BOARD OF DIRECTORS (IMBOD)



MR. PROSCHGEN CASEY
(Acting)

OTHER ATTENDEES:

LTG SINN, ABO
MG LUST, ACSIM
MG AADLAND, DIR
IMA (EXEC SECY)
MR. SAKOWITZ, IMA
MR. MILLER, IMA

GEN
KERN

GEN ELLIS

GEN BYRNES

CO-CHAIRS

VOTING
MEMBERS

HON
BROWN

GEN
LA PORTE

GEN BELL

SMA

LTG

LTG

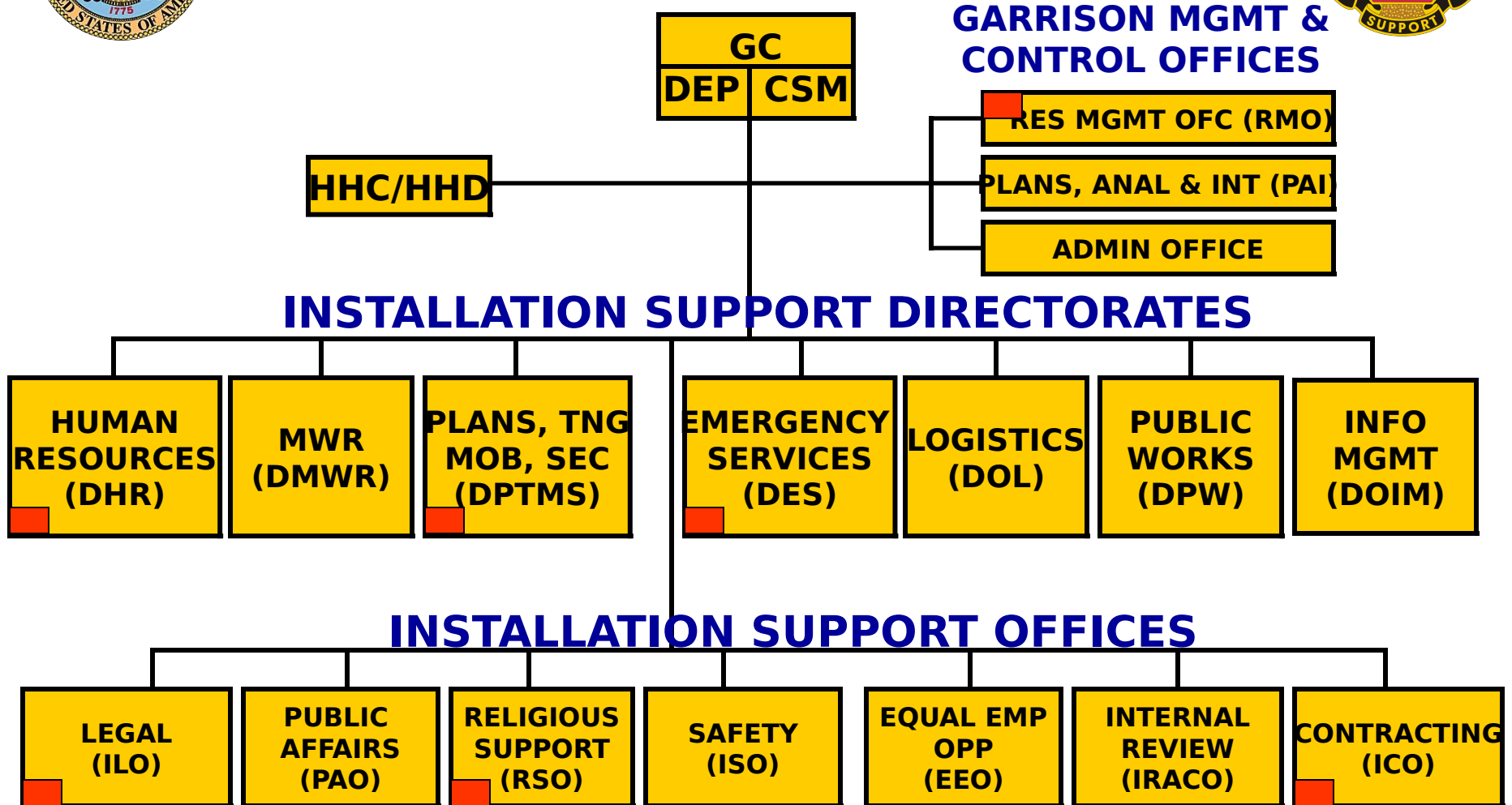
PRESTON HELMLYSCHULTZ

BOD Mission:

- Recommend strategic goals & objectives
- Recommend program, resource & finance strategies
- Monitor performance measures
- Advise Army leadership on compelling installation issues



RECOMMENDED GARRISON STRUCTURE



 O&O ISSUES WORKING



HUMAN RESOURCES (DHR)



CIVILIAN PERSONNEL SERVICES (CPAC)

CIVILIAN*

- CLASSIFICATION
- STAFFING
- EMPLOYEE SERVICES
- EMPLOYEE DEVELOPMENT
- WORKFORCE RESHAPE
- NAF CPO
- LABOR/MER

* COMMAND & CONTROL TO CHRA; OPERATIONAL CONTROL TO GC

DESIRED END STATE:

ALL G1 FAMILY OF FUNCTIONS RESIDE WITHIN DHR

MILITARY PERSONNEL SERVICES

MILPO SERVICES

- ACAP SERVICES
- CASUALTY OPERATIONS
- DEERS/RAPIDS/CAC/ ID CARD SERVICES
- PERSONNEL ACTIONS
- PERSONNEL PROCESSING
- RETIREMENT SERVICES
- SEPARATION/ TRANSITION
- AWARDS/ DECORATIONS
- PROMOTIONS/ REDUCTIONS
- EVALUATIONS

EDUCATION & SERVICES

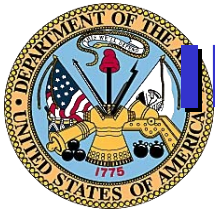
ACES

- BASIC SKILLS
- HIGH SCHOOL COMPLETION
- APT TESTING
- EDUCATIONAL TESTING
- COUNSELING
- ALC/COMPUTER LABS
- TUITION ASSIST
- COLLEGE COURSES
- EDUCATION IN DEPLOYED SITES
- HEAD START
- NCO LEADER

WORKFORCE DEVELOPMENT

ASAP

- BIOCHEMICAL TESTING
- PREVENTION & EDUCATION
- EMPLOYEE ASSISTANCE PROGRAM
- RISK REDUCTION PROGRAM
- PROGRAM MANAGEMENT



IMA YEAR TWO -- WAY AHEAD



INSTALLATIONS AS FLAGSHIPS

- Support an Expeditionary Force where Soldiers train, mobilize, and deploy to fight and are sustained as they reach back for support.
- Develop strategies to posture installations as deployment platforms with robust reach-back capabilities.
- Adjust installation support to meet the needs of an Army at war and transforming.

SOLDIERS AND FAMILIES DESERVE THE SAME QUALITY OF LIFE AS IS AFFORDED THE SOCIETY THEY PLEDGE TO DEFEND



INSTALLATION MANAGEMENT AGENCY



“Sustain, Support and Defend”